



# CALL TO ORDER and ROLL CALL









## Mission Statement Ad Hoc Committee

- Estela De Los Rios
- Eleanor Evans
- George Khoury
- Ellen Nash
- Griselda Ramirez
- Gina Roberts
- Samuel Tsoi
- Daphyne Watson









## Leon L. Williams San Diego County Human Relations Commission

January 7, 2021



Team introductions: Wendy Ake





Anti-mask, anti-distancing protest at the local dog park.







## Team introductions: Jess Chacón















## Team introductions: Priya Shankar

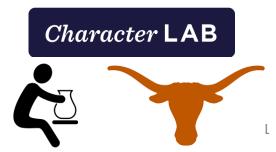














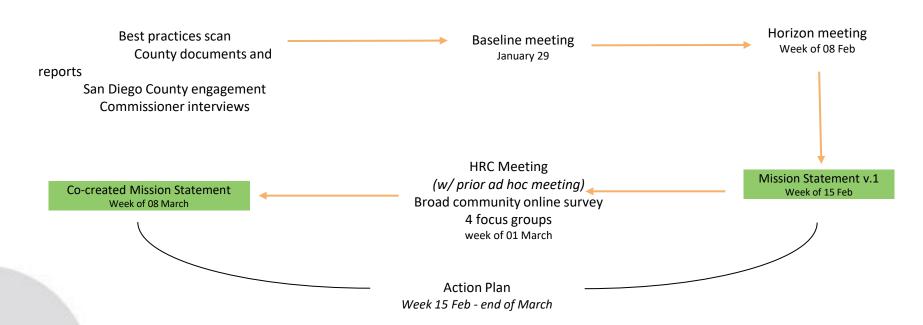


## **Timeline Shift**





## Developing the mission statement





## **Commissioner Conversations**



## **Commissioner Contributions**

• 14 interviews completed, scheduled, or in the progress of being scheduled

## **Additional Support Requests**

 Please schedule with Jessica Chacon for our conversations to take place by the end of next week (Friday, Jan 15)



# Outreach List for the Office of Racial Equity & Justice (Part One)



### **Commissioner Contributions**

- 105 organizations and individuals
- Contributions from 4 Commissioners & 3 County staff
- Many thanks for additions made since this Monday, Jan 4th

## **Additional Support Requests**

- Provide 5-10 additional organizations and contact persons by tomorrow, January 8
- Using google sheet (or email response)



# Outreach List for the Office of Racial Equity & Justice (Part Two)



Ħ		J Engagement (B Format Data Tool			Groups, Survey)	☆ 👫 🙆		Share     Share     Share			
fx											
	А	В	С	D	E	F	G	Н			
1	Organization	Commissioner that Inserted Information		L Name Contact	Title/Association	Sector/Focus Area (Education, Health, etc.)	Community/Neighborho od	Email			
2	Othering & Belonging Institute	Jess Chacon	Guadalupe	Velasquez	Senior Associate	Equity	District 3	guadalupe@gmail.com			
3	UPD	Wendy Ake	Priya	Shankar	Senior Researcher	Public Sector	South County	priya@upd.com			

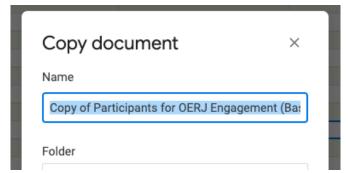


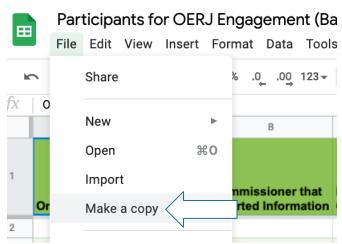
# Outreach List for the Office of Racial Equity & Justice (Part Two)



1. Make a copy of the Google sheet

1. RENAME the sheet with your name







# Outreach List for the Office of Racial Equity & Justice (Part Four)



- Baseline/horizon group: 2 meetings with the same community groups who will be actively involved in creating a draft of the OERJ mission statement
- Focus groups: groups who will workshop the draft of the mission statement
- Survey: provide feedback on the draft of the mission statement



# Outreach List for the Office of Racial Equity & Justice (Part Three)



Participants for OERJ Engagement (Baseline/Horizon, Focus Groups, Survey) 🌣 🔉 🖎												
►												
	Н	I	J	K	L •							
1	Email	Addl Contact Info	Would you recommend they are included in the baseline meeting?	Would you recommend they are included in the focus group?	Would you recommend that they are included in the survey?							
2	guadalupe@gmail.com	*	No - not necessary	Yes - definitely	Yes - definitely							
3	priya@upd.com	*	Yes - definitely	No - not necessary	No - not necessar							



# Outreach List for the Office of Racial Equity & Justice (Part Five)



**Public safety** 

Healthcare

Criminal justice

**Environmental justice** 

Housing

Food security

Education

Public health

Faith-based and/or Interfaith groups

Refugee

**Immigration** 

**LGBTQIA** 

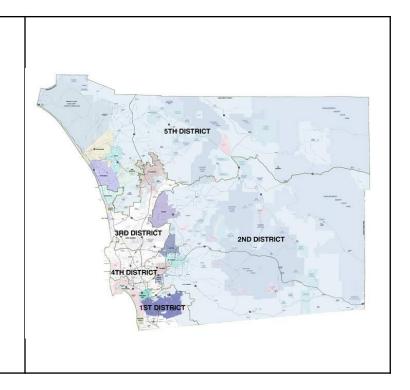
Women's rights

Philanthropy

Private for-profit

Non-profit

Small businesses





# Outreach List for the Office of Racial Equity & Justice (Part Six)



- Potential gaps: South County, East County, public health services, youth-focused, workforce development, leadership development, environmental justice
- By Friday, January 8th: add 5-10 organizations for issue areas that are not represented
- Make sure to note which part of the mission statement process the person should participate in





## Questions?

# **Best Practices**



## **Best Practices: Inclusion Criteria**



- Research Question: What are the key best practices from local governments' offices of racial equity?
- **Key Selection Criteria:** Which places have we prioritized learning from? How do they articulate their mission statements and goals?
  - Places that have been highlighted by key organizations: Government Alliance on Race and Equity, 100 Living Cities, National League of Cities, National Mayors Council, New America, Resilient Cities, foundations with place-based projects (Robert Wood Johnson Foundation, Annie. E. Casey, Kellogg)
  - Places that compare with San Diego
    - Transborder metropolis
    - High homelessness (only county in CA with reduced population in past 4 years)
    - High number of foreign born residents
    - Similar population size
    - Population growth due to historically marginalized groups



## Overview: Best Practices for Office of Racial Justice



- Normalize racial equity as a key value. Local government uses racial equity framework that clearly articulates racial equity, implicit and explicit bias, and individual, institutional, and structural justice. A vision of racial equity that is informed by those who have been most impacted by history of inequity.
- Build a cross-departmental infrastructure. This involves developing relationships across city departments and
  understanding the different power dynamics, history of equity work, and potential allies and opposition to the work.
- Apply a racial equity lens to data collection, usage, and analysis by using disaggregated data, maps, spatial analysis, and dashboards to ensure equitable experiences and outcomes for communities of color
- Co-create with communities to inform the design of policy and system change, make inequities visible using data
  and storytelling, and build the County's capacity to advance equity through training, tools, and technical assistance
- Reflect the racial diversity of the communities local governments serve in contracting and workforce. To
  accomplish this, government can use data to identify disparities and develop programs that create workforce
  pipelines and build firms capacity to compete for contracts to achieve racial diversity in contracting and developing



## Normal Equity as a Key Value



- Oakland, CA: Developed <u>racial and equity change process</u> using the Annie E. Casey Race Matters toolkit
  that outlines working key working assumptions to inform the work (e.g. race matters; almost every
  indicator of well-being shows troubling disparities by race)
- **Detroit, MI:** Developed <u>racial equity toolkit</u> that creates common language (e.g. defining the terms across diversity versus inclusion, equity versus equity, targeted versus universal strategies)
- Portland, OR: Developed <u>racial equity toolkit</u> that clearly articulates the community's unique history and government's role in creating racial inequities
- Tulsa, OK: Created <u>Resilient Tulsa</u>, an actionable roadmap that centers its complicated history of racial tension with the largest race-based massacre in American history
- Rwanda: Created <u>committee</u> that explicitly reference racial discrimination in the context of its historical contexts, particularly the 1994 genocide, and the need to rebuild mistrust towards authorities in the reconciliation process



## Build a Cross-Departmental Infrastructure that Develops Relationships Across City Departments



- Seattle, WA: The Race and Social Justice Initiative (RSJI) coordinated by strategy team within the Seattle Office for Civil Rights supports cross-departmental initiatives; each department has a "Change Team"
- San Jose, California: New office (only approved in June 2020) is being housed under the Office of Immigrant Affairs
- **El Paso, Texas:** Created "<u>El Paso Strong Resolution</u>" that developed multidisciplinary team, made up of five city departments, that are focusing on racial disparities, especially when it comes to policing



## Apply a Racial Equity Lens to Data



- Oakland, CA: Use of the <u>Racial Equity Community Outreach</u> solution (ESRI) to use locational intelligence to surface, share, and act on inequities that black, Indigenous and people of color (BIPOC) face
- Multnomah, OR: Use of quality improvement tool (Equity and Empowerment Lens) to improve planning, decision-making, and resource allocation leading to more racially equitable policies and programs
- Madison, Wisconsin: Creation of an <u>equity profile</u>, which shows snapshot for how diverse populations are affected by societal systems (e.g. includes population-level data, community surveys, community dialogue sessions)



## **Co-Create with Communities**



- Tulsa, OK: <u>Resilient Tulsa</u>, an actionable roadmap for the City, leverages a Steering Committee (14 community leaders from a variety of backgrounds) who met regularly along with a Racial Equity Advisory Committee that included more than 23 community leaders. The development of the strategic plan was based in an agenda setting workshops that engaged over 50 Tulsans from various backgrounds to connect stakeholders and identify priority resilience strategies; engagements across interviews, focus groups, and public forums and 4 interdisciplinary working groups that developed actionable initiatives for the City followed.
- **Dubuque, Iowa**: A partnership that includes government, community based organizations, business and philanthropy, known as "Inclusive Dubuque" that has an internal (e.g. cross-departmental recruitment/retention) and external focus (e.g. capacity-building with local non-profits)
- Austin, Texas: Co-created a <u>racial equity assessment tool</u> with community leaders. The tool has been applied by 12 departments in their decision-making processes, which represent more than half of the city's departments. Austin's Office of Equity successfully encouraged the Austin Police Department to work with a panel of residents to complete the racial equity assessment tool. Community members helped hire the Chief Equity Officer.



## Reflect Racial Diversity in Contracting and Workforce



- **Seattle, WA:** Use of a <u>comprehensive approach</u> towards a successful procurement system and includes contracting equity as a key component of each department's annual work plan.
  - Each city department has an embedded *Race and Social Justice Initiative Change Team* and point person for contracting equity.
  - O In addition to the centrally led *Race and Social Justice Initiative*, a Social Equity office in the Administrative Services Department is accountable to the public and advocates/critiques what is happening with the program.





# Deeper Dive: International, National, & California Examples





## International:

- Canada
- Rwanda

## **National:**

- King County, WA
- Seattle, WA
- Portland, OR

## California:

- Oakland, CA
- Santa Clara, CA





## Canada



## Canada: Promoting Belonging



## How has Canada supported cultivated a sense of belonging with its high foreign born population?

- **Promote inclusivity, pluralism, and multiculturalism**: Model of integration is based on coherent multiculturalism policies that encourage civic engagement, society building, belonging, membership over assimilation (1988 Multiculturalism Act; 1982 Canadian Constitution Charter of Rights, 1986 Employment Equity Act)
- Strengthen equity, diversity, and inclusion (EDI) in research ecosystem: Creation of a tri-agency with a harmonized statement on EDI to address the needs of a diverse Canadian population
- **Encourage an active, shared citizenship and membership**: Create opportunities for new Canadian citizens to participate fully in cultural and political life (e.g. a program called <u>Canoo</u> as a way to encourage new Canadian citizens to celebrate their citizenship by providing free admission to over 1400 museums, science centres, art galleries)

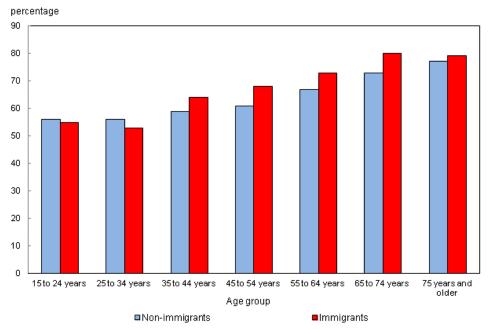


## **Canada: Promoting Belonging**



Immigrants were *more likely* than non-immigrants to report having a very strong sense of belonging to Canada (67% versus 62%).

## People who described their sense of belonging to Canada as being very strong, by age group and immigrant status, 2013



Source: Statistics Canada, General Social Survey, 2013.





## **Rwanda**



### Rwanda: Investing in Cultural Diversity



- Shift towards inclusivity and not othering: Scholars assign partial blame for the Rwandan genocide on colonial leaders who made identity more salient that it would have been otherwise
- Acknowledgement of historical injustice: Introduction of gacacas (ancestral course) aimed at promoting community reconciliation and justice by trying the accused in the presence of family and neighbors
- **Celebration of language:** preserving the integrity of Kinyarwanda Language against the effects of language globalization







## **King County**



## King County: Office of Equity



**Vision**: A King County where all people have equitable opportunities to thrive.

#### **Shared Values:**

- Inclusive and Collaborative
- Diverse and People Focused
- Responsive and Adaptive
- Transparent and Accountable
- Racially Just
- Focused Upstream and Where Needs are Greatest



## King County: Office of Equity

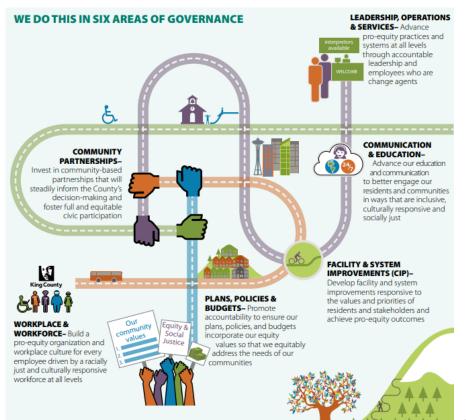




### King County: Goal Areas



How has King County created a proequity governance strategy?





### King County: Plan Implementation



**Policy Areas:** Three year cycles

**Goal Areas:** Two year cycles that are aligned with the County's biennial budget process

- Child and youth development
- Economic development & jobs
- Environment & climate
- Health & human services
- Housing
- Information & technology
- Justice system
- Transportation & mobility

- Leadership, operations, & services
- Plans, policies & budgets
- Workplace & workforce
- Community partnerships
- Communication & education
- Facility & system improvements

Source: Equity and Social Justice Strategic Plan







### **Seattle**



### Seattle: Race and Social Justice Initiative



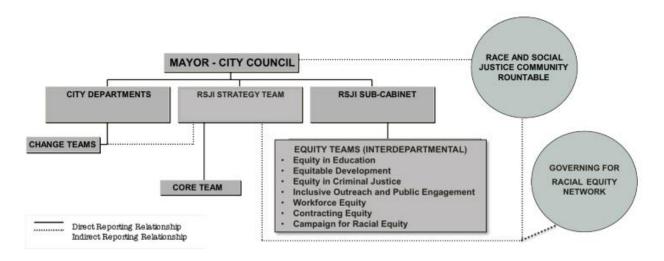
**Vision**: RSJI builds on the work of the civil rights movement and the ongoing efforts of individuals and groups in Seattle to confront racism. The Initiative's long term goal is to change the underlying system that creates race-based disparities in our community and to achieve racial equity.

**Guiding principles:** undoing racism, sharing culture, maintaining accountability, analyzing power, undoing internalized racial oppression, identifying and analyzing manifestations of racism, developing leadership, networking, gatekeeping



### Seattle: Organizational Structure





#### **Working Groups**

RSJI Strategy Team - The Initiative managing team from the Seattle Office of Civil Rights (SOCR)

Change Team - A group of employees in each department that help implement RSJI activities and work plans.

Core Team - A Citywide leadership development team of 25 people that work with IDT's to implement RSJI activities.

RSJI Sub-Cabinet - Department Directors or deputies who advise and review RSJI activities.

Interdepartmental Teams - Convened by lead departments to develop and implement Citywide strategies and community partnerships to address racial inequity.

RSJ Community Roundtable - A coalition of 25 government and community based organizations working for racial equity in King County.

Governing for Racial Equity Network — A regional network of government agencies in Washington, Oregon and northern California working on issues of equity.





### **Portland**



### Portland: Office of Equity and Human Rights



**Mission Statement:** The Office of Equity and Human Rights provides education and technical support to City staff and elected officials, leading to recognition and removal of systemic barriers to fair and just distribution of resources, access and opportunity, starting with issues of race and disability.

**Equity Stance:** Equity addresses the historic, institutional systems that create oppression based on identity. We strive to use an intersectional approach to transform historic power dynamics for accountable systemic change based on the principles of humanity, justice, and belonging. The City of Portland leads with race and disability.

#### Goals:

- Promote equity and reduce disparities within City government;
- Provide guidance, education and technical assistance to all bureaus as they develop sustainable methods to build capacity in achieving equitable outcomes and service;
- Work with community partners to promote equity and inclusion within Portland and throughout the region, producing measurable improvements and disparity reductions;
- Support human rights and opportunities for everyone to achieve their full potential;
- Work to resolve issues rooted in bias and discrimination, through research, education



### Portland: Office of Equity and Human Rights



#### **EQUITY GOAL #1**

We will end racial disparities within city government, so there is fairness in hiring and promotions, greater opportunities in contracting, and equitable services to all residents.

#### **EQUITY GOAL #2**

We will strengthen outreach, public engagement, and access to City services for communities of color and immigrant and refugee communities, and support or change existing services using racial equity best practices.

#### **EQUITY GOAL #3**

We will collaborate with communities and institutions to eliminate racial inequity in all areas of government, including education, criminal justice, environmental justice, health, housing, transportation, and economic success.

#### **OVERALL STRATEGIES**

- Use a racial equity framework:
- Use a racial equity framework that clearly articulates racial equity; implicit and explicit bias; and individual, institutional, and structural racism.
- Build organizational capacity:
- Commit to the breadth and depth of institutional transformation so that impacts are sustainable. While the leadership of electeds and officials is critical, changes take place on the ground, through building infrastructure that creates racial equity experts and teams throughout the city government.
- Implement a racial equity lens:
- Racial inequities are not random; they have been created and sustained over time. Inequities will not disappear on their own. It is essential to use a racial equity lens when changing the policies, programs, and practices that perpetuate inequities, and when developing new policies and programs.
- Be data driven:
- Measurement must take place at two levels—first, to measure the success of specific programmatic and policy changes; and second, to develop baselines, set goals, and measure progress. Using data in this manner is necessary for accountability.
- Partner with other institutions and communities:
  - Government work on racial equity is necessary, but insufficient. To achieve racial equity in the community, government needs to work in partnership with communities and institutions to achieve meaningful results.
- Operate with urgency and accountability:
- When change is a priority, urgency is felt and change is embraced. Building in institutional accountability mechanisms using a clear plan of action will allow accountability. Collectively, we must create greater urgency and public commitment to achieve racial equity.





### **Oakland**



## Oakland: Department of Race and Equity



**Vision:** To create a city where our diversity has been maintained, racial disparities have been eliminated and racial equity has been achieved.

#### Goals:

- Eliminate systemic causes of racial disparities in City Government.
- Promote inclusion and full participation for all residents of the City.
- Reduce race-based disparities in our communities.

#### **Assumptions:**

- Race matters; almost every indicator of well-being shows troubling disparities by race.
- Disparities are created and maintained, often inadvertently, through institutionalized policies and practices that contain barriers to opportunity.
- It's possible, and only possible, to close equity gaps by using strategies determined through an intentional focus on racial disparities and their root causes.
- If opportunities in all key areas of well-being are equitable, then equitable results will follow.
- Given the right message, analysis and tools, people will work toward racial equity.





### **Santa Clara**



### Santa Clara: Division of Equity and Social Justice (DESJ)









Our mandate is to be a **bridge between the County and the community and ensure policymaking is driven by community needs and priorities.** It is to forge collaborations and partnerships between government, nonprofit communities, communities of faith, and the private sector. As a Division that is focused on equity and social justice, **we aim to infuse an intersectional lens with focused actions**; Introduce cross-systems strategies that are trauma-informed, healing-focused, and culturally-responsive, while focused on data analysis and research to inform emerging policies.

Source: Division of Equity and Social Justice





### **Gather Questions**



## Other studies



### All Our Talent: Women on Boards & Commissions

https://sdchamber.org/wp-content/uploads/2020/06/Full-Report-6.24.20.pdf



https://d3n8a8pro7vhmx.cloudfront.net/sandiegoleaders/pages/13/attachments/original/153 3660964/Community\_Representation\_Report\_Final.pdf?1533660964



# Demographic Information gathered as part of HRC demographics compilation

COUNTY CO



Gender Identity
Sexual Orientation
Race/Ethnicity
Religion
Age
Geographic location by District



### Recommendation

Request the Chief Administrative Officer to direct staff to conduct a study of the demographics of all County of San Diego Boards & Commissions.







## **Commission Nominated Seats (2)**



### **Commission Nomination Process**

- Receive updated Commission demographics
- Determine communities currently under-represented
- Review applications received
- Submit up to 3 names
- Staff compiles names and number of times listed
- Commission discusses and nominates from names
   submitted









# Questions?



# Adjourn

Next Meeting: Tuesday, January 19, 2021

Thank you for attending.

